

**2013
AGREEMENT
BETWEEN
COUNTY OF MILWAUKEE
AND
FEDERATION OF NURSES AND HEALTH PROFESSIONALS
LOCAL 5001, AFT, AFL-CIO**

**MILWAUKEE COUNTY
LABOR RELATIONS
COURTHOUSE, ROOM 210
901 NORTH NINTH STREET
MILWAUKEE, WISCONSIN 53233
414-278-4852**

2013
Federation of Nurses and Health Professionals
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2013
AGREEMENT
BETWEEN
COUNTY OF MILWAUKEE
AND
FEDERATION OF NURSES AND HEALTH PROFESSIONALS
LOCAL 5001, AFT, AFL-CIO

This Agreement made and entered into by and between the County of Milwaukee, a municipal body corporate, as municipal employer, hereinafter referred to as "County" and the Federation of Nurses and Health Professionals, as representatives of employees who are employed by the County of Milwaukee hereinafter referred to as "Federation".

WITNESSETH

In consideration of the mutual covenants herein contained, the parties hereto do hereby mutually agree as follows:

PART 1

1.01 RECOGNITION

The County of Milwaukee agrees to recognize and herewith does recognize the Federation of Nurses and Health Professionals, Local 5001, AFT, AFL-CIO, as the exclusive collective bargaining agent on behalf of bargaining unit classifications, in accordance with the certification of the Wisconsin Employment Relations Commission as amended, made pursuant to Subchapter IV, Chapter 111.70, Wisconsin Statutes. This recognition is made in reliance on the certification of the Federation by the Wisconsin Employment Relations Commission prior to the enactment of 2011 Wis Act 10 and prior to the Dane County Circuit Court decision in the case of Madison Teachers Inc. v. WERC, that prevented the WERC from applying any recertification or decertification provisions of Act 10 to the Federation.

1.02 BARGAINING UNIT DEFINED

- (1) Whenever the term "employee" is used in this Agreement, it shall mean and include bargaining unit nurses of Milwaukee County in the following classifications: Registered Nurse I, Registered Nurse II, Registered Nurse II Utilization Review, Registered Nurse II (Mental Health), Registered Nurse II Staff Development, Advance Practice Nurse Prescriber, Clinical Nurse Specialist, Community Service Nurse, EMS Instructor, RNII Adult Services Division, RNII Department on Aging, Infection Control Practitioner, RN I (Pool), Clinical Safety and Risk Management Nurse and Advance Practice Nurse Prescriber (Pool). Whenever the term "employee" is used it shall mean in addition to those set forth above, the following bargaining unit classifications: Forensic Chemist, Occupational Therapist, Occupational Therapist (Pool), Music Therapist and Behavioral Health Emergency Service Clinician.
- (2) When classifications are created which have not been certified by the Wisconsin Employment Relations Commission to any bargaining unit, the employer shall notify the Federation within 30 days of the creation of such classifications and send the copies of the job descriptions of same. Upon request of the Federation, the parties shall meet and attempt to enter into a stipulation of agreement regarding the inclusion or exclusion of the classifications. If the parties reach an agreement, they shall jointly notify the Wisconsin Employment Relations Commission of the agreement and request the Commission to certify the classification(s) as being represented by the Federation. If the parties fail to reach an agreement, either party may petition the Commission for a determination under Chapter 111.70.

1.04 DURATION OF AGREEMENT

- (1) The provisions of this Agreement shall become effective January 1, 2013, unless otherwise herein provided. Unless otherwise modified or extended by mutual agreement of the parties, this Agreement shall expire on December 31, 2013. If during the term of this Agreement the State Legislature modifies the educational requirements for the licensure of Registered Nurses, the County agrees to meet with the Federation for the singular purpose of negotiating the impact of such legislative action on wages, hours and conditions of employment.
- (2) The initial bargaining proposals of the County and the Federation for a successor agreement shall be exchanged at a time mutually agreeable to the parties. Thereafter, negotiations shall

1 be carried on in an expeditious manner and shall continue until all bargainable issues
2 between the parties have been resolved.

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5 PART 2
6

7 2.01 WAGES

8 (1) Effective Pay Period 12, 2013, (May 12, 2013), the wages of bargaining unit employees
9 shall be increased by one and one half percent (1½%).
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11

This Agreement shall remain in full force and effect until replaced by a subsequent Agreement.

Dated at Milwaukee, Wisconsin, this 21st day of February, 2014.

(Three copies of this instrument are being executed, all with the same force and effect as though each were an original.)

FEDERATION OF NURSES
AND HEALTH PROFESSIONALS
LOCAL 5001, AFT, AFL-CIO

COUNTY OF MILWAUKEE
a municipal body corporate

BY Candice Owley
Candice Owley, President, Local 5001

BY Chris Abele
Chris Abele, County Executive

BY Jeff Weber
Jeff Weber, President,
Milwaukee County Chapter, Local 5001

BY Joseph J. Czarnetzki
Joseph J. Czarnetzki, County Clerk

IN PRESENCE OF:

IN PRESENCE OF:

Susan Schwegel
Susan Schwegel, Chief Steward
Local 5001

Frederick J. Bau
Frederick J. Bau,
Labor Relations

Approved for Execution

Mark A. Grady
Mark A. Grady
Deputy Corporation Counsel